A3940-2-U

The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

A study of 1987-1988 beginning offers / July 1988

As the job market grows, optimism remains high for this year's college graduates. A strong recruiting season has led to salary offers that are substantially greater than last year.

Business disciplines reported increased salary offers this year compared with last July. Salary averages for accounting graduates climbed to $2,010 a month, 10.9 percent higher than last year. Graduates in business administration received a 4.1 percent rise to a monthly average of $1,772, while marketing and distribution graduates garnered 3.6 percent higher salary offers with an average of $1,757 per month. Strong salary offers for banking and finance graduates continued with a current monthly average of $1,901. Despite a slow start for economics graduates this season, dollar offers rose 4.1 percent since last July's figures to $2,051.

Starting salaries in engineering disciplines also showed a gain since last July, most by two percent or more. Electrical engineers averaged $2,474 a month, a 2.7 percent jump. Chemical and mechanical engineers both encountered 3.9 percent higher salary offers this year with monthly averages of $2,584 and $2,451, respectively. Once again, the biggest boost in average salary offers in this industry went to petroleum engineers. They garnered $2,672 a month, 4.1 percent more than last July.

Dollar amounts for computer science graduates continued to climb throughout the recruiting year, now up 3.6 percent since last July with a monthly pay of $2,276. Computer programming positions averaged $2,230 per month, 3.8 percent higher.

Forty-eight percent of all job offers made at the bachelor's-degree level were extended to nontechnical graduates, while technical degree graduates received 52 percent. The greatest number of offers to nontechnical graduates (40 percent) came from public accounting employers. Their average dollar offer to these graduates was $2,045 a month. Employers in the electrical and electronic machinery and equipment industry provided the most job offers to technical graduates (16 percent), at an average monthly pay of $2,465.

There was no significant difference in the average salary offers made to men and women in the engineering disciplines, but men experienced higher dollar amounts in other areas such as business administration, marketing and distribution, economics, and several science disciplines. However, women's salaries were slightly higher than men's in computer science.

Sales occupations offered this year's graduates upgraded starting salaries in both the retail/wholesale and technical areas. Average dollar amounts for retail/wholesale positions rose 4.5 percent with an average of $1,776 a month, while technical sales showed a 6 percent jump with an average monthly pay of $2,037. Salaries for communications occupations increased 8.1 percent since last July. The monthly average in 1988 was $1,635. Production positions showed the biggest hike—8.7 percent higher starting salaries at $2,084 a month.

Despite the previously reported decline for inexperienced MBA candidates with nontechnical undergraduate degrees, starting offers increased by 5

(continued on page 11)

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 154 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and nonprofit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in January, March, July and September.

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AVERAGE MONTHLY SALARY OFFERS

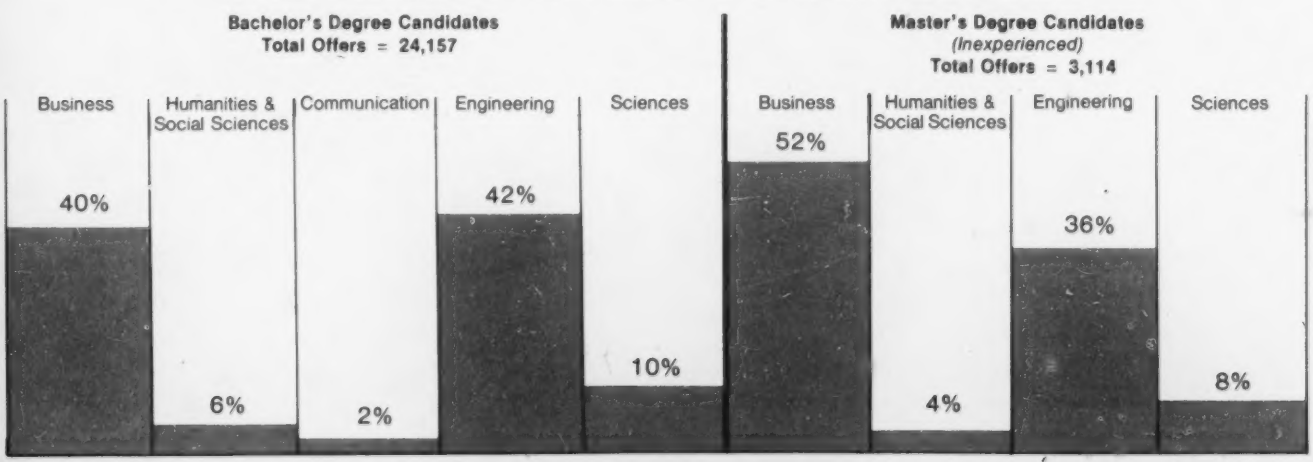
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Occupational Title For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from July 1987	Percentiles		
	July 1988	July 1987	July 1988	July 1987		90th	50th	10th
Administrative & Management Occupations								
Accountants & Auditors	5,432	5,446	$2,007	$1,815	10.6%	$2,317	$2,000	$1,730
Banking Occupations	527	395	1,815	1,889	-3.9	2,250	1,750	1,500
Business Administration	408	437	1,691	1,652	2.4	2,200	1,666	1,167
Consultants	833	609	2,265	2,157	5.0	2,666	2,250	1,958
Financial Analysts	657	540	2,160	2,215	-2.5	2,625	2,125	1,600
Human Resources	165	131	1,630	1,555	4.8	2,083	1,583	1,208
Management Trainee	1,764	2,029	1,747	1,666	4.9	2,316	1,667	1,333
Computer & Mathematical Occupations								
Computer Programmers	904	1,060	2,230	2,149	3.8	2,583	2,273	1,800
Computer Scientists (incl. Systems Analysts)	820	1,213	2,298	2,243	2.4	2,600	2,312	1,950
Mathematician/Statisticans	162	191	2,263	2,153	5.1	2,625	2,333	1,750
Marketing & Sales Occupations								
Advertising/Marketing	560	636	1,849	1,807	2.3	2,500	1,833	1,300
Retail/Wholesale Sales	787	1,105	1,776	1,699	4.5	2,166	1,792	1,375
Technical Sales	326	341	2,037	1,922	6.0	2,500	2,000	1,500
All Other Occupations								
Agriculture & Natural Resource Occupations	104	67	1,678	1,617	3.8	2,250	1,572	1,233
Communications Occupations	99	115	1,635	1,512	8.1	2,400	1,500	1,000
Engineers (Engrg. Degree Required)	9,361	9,876	2,437	2,364	3.1	2,700	2,500	2,029
Health-Related Occupations	195	N/A	2,187	N/A	N/A	3,000	2,083	1,400
Insurance Occupations	359	N/A	1,809	N/A	N/A	2,180	1,791	1,500
Law Enforcement Occupations	26	N/A	1,763	N/A	N/A	2,500	1,710	1,235
Nurses	173	N/A	1,974	N/A	N/A	2,400	1,932	1,583
Production Occupations	169	166	2,084	1,917	8.7	2,600	2,110	1,583
Real Estate Occupations	39	N/A	1,887	N/A	N/A	2,416	1,852	1,333
Researchers—Nonscientific	59	21	2,069	2,043	1.3	2,917	2,000	1,333
Researchers—Scientific	85	29	2,180	2,180	0.0	2,600	2,225	1,730
Social Workers & Recreational Workers	87	84	1,392	1,302	6.9	1,750	1,416	1,000
Transportation & Distribution Occupations	56	106	1,916	1,874	2.2	2,292	1,985	1,400
	24,157	N/A						

N.A — No historic data available. ‡ No offers reported.
*Not computed for fewer than 20 offers.

PROPORTION OF OFFERS BY CURRICULAR AREA



AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	Men — Number of Offers July 1988	Men — Number of Offers July 1987	Men — Avg. Dollar Offer July 1988	Men — Avg. Dollar Offer July 1987	Women — Number of Offers July 1988	Women — Number of Offers July 1987	Women — Avg. Dollar Offer July 1988	Women — Avg. Dollar Offer July 1987
Business								
Accounting	2,565	2,793	$2,019	$1,817	2,699	2,685	$2,001	$1,807
Banking & Finance	746	N/A	1,915	N/A	455	N/A	1,877	N/A
Business Administration	717	993	1,789	1,739	568	795	1,749	1,653
Human Resources (incl. Labor/Industrial Relations	45	N/A	1,634	N/A	70	N/A	1,675	N/A
Institutional Management	32	N/A	1,713	N/A	49	N/A	1,621	N/A
Management Information Systems	211	293	2,058	1,975	215	231	2,105	1,983
Marketing & Distribution	647	914	1,797	1,716	680	938	1,719	1,678
Humanities & Social Sciences								
Economics[1]	357	432	2,069	2,007	246	265	2,024	1,910
Letters (incl. English, Lit., etc.)	24	N/A	1,882	N/A	53	N/A	1,649	N/A
Humanities - All Other	71	N/A	1,789	N/A	140	N/A	1,549	N/A
Criminal Justice	24	N/A	1,654	N/A	10	N/A	1,557	N/A
History	50	N/A	2,117	N/A	38	N/A	1,790	N/A
Psychology	71	N/A	1,792	N/A	97	N/A	1,667	N/A
Social Sciences - All Other	147	N/A	1,919	N/A	186	N/A	1,851	N/A
Communications								
Advertising	20	N/A	1,827	N/A	42	N/A	1,442	N/A
Communications	101	N/A	1,692	N/A	130	N/A	1,629	N/A
Journalism	45	N/A	1,557	N/A	62	N/A	1,486	N/A
Technical Writing	7	N/A	2,368	N/A	5	N/A	2,083	N/A
Engineering								
Aerospace & Aeronautical	313	300	2,349	2,334	48	43	2,372	2,405
Agricultural	31	N/A	2,144	N/A	5	N/A	1,866	N/A
Biomedical & Bioengineering	6	N/A	2,268	N/A	4	N/A	2,515	N/A
Chemical	720	726	2,576	2,482	419	344	2,597	2,499
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	752	654	2,125	2,036	142	163	2,090	2,042
Electrical (incl. Computer Engrg.)	3,288	3,770	2,472	2,412	632	757	2,486	2,402
Geological	13	15	2,003	1,869	6	5	2,204	2,284
Industrial	475	403	2,375	2,263	265	323	2,381	2,313
Mechanical	2,048	2,073	2,445	2,351	418	387	2,485	2,396
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	108	103	2,466	2,400	43	54	2,406	2,450
Mining & Mineral	2	8	2,370	2,232	+	1	*	2,306
Nuclear (incl. Engrg. Physics)	19	28	2,361	2,367	1	6	2,609	2,435
Petroleum	137	50	2,644	2,566	17	10	2,894	2,576
Engineering Technology	225	245	2,288	2,186	42	9	2,304	2,144
Sciences								
Agricultural Sciences	105	93	1,730	1,671	30	31	1,530	1,580
Architectural & Environmental Design	1	N/A	1,300	N/A	+	N/A	*	N/A
Biological	23	43	1,826	1,906	51	30	1,721	1,693
Chemistry	47	23	2,206	2,186	20	13	2,159	2,033
Computer Science	884	1,201	2,273	2,212	505	693	2,280	2,169
Mathematics	152	195	2,301	2,220	152	157	2,173	2,089
Allied Health Professions	23	N/A	2,255	N/A	48	N/A	1,869	N/A
Nursing	6	N/A	2,172	N/A	172	N/A	1,952	N/A
Pharmacy	23	N/A	2,729	N/A	52	N/A	2,770	N/A
Physics	20	N/A	2,452	N/A	4	N/A	2,012	N/A
Other Physical & Earth Sciences	17	N/A	1,747	N/A	8	N/A	1,921	N/A
Renewable Natural Resources	9	N/A	1,742	N/A	1	N/A	1,260	N/A
	15,327	N/A			8,830	N/A		

N/A — No historic data available
[1]Includes economics programs with both business and social science orientation
‡No offers reported
*Not computed for fewer than 20 offers

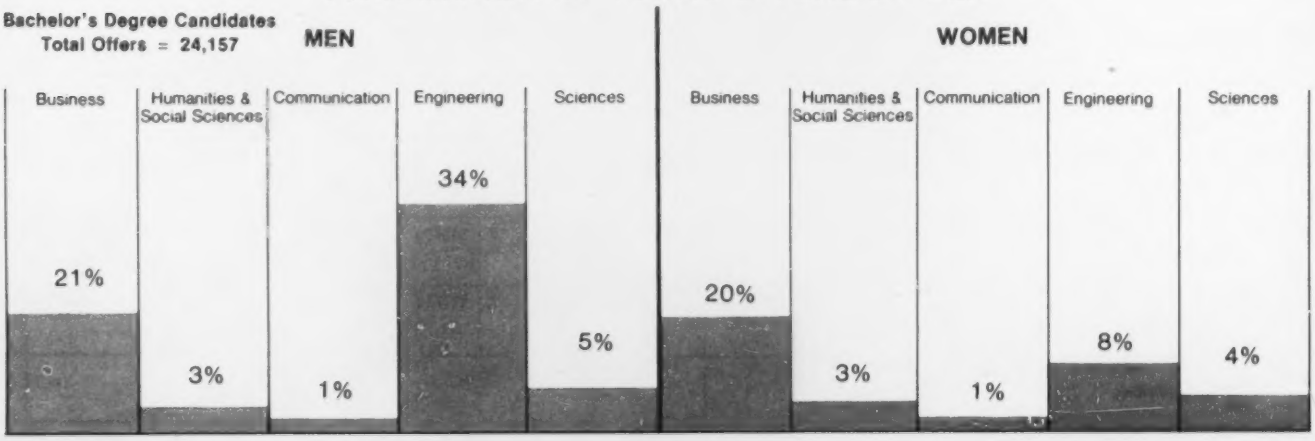
AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	Number of Offers		Avg. Dollar Offer		Number of Offers		Avg. Dollar Offer	
	July 1988	July 1987	July 1988	July 1987	July 1988	July 1987	July 1988	July 1987
Administrative & Management Occupations								
Accountants & Auditors	2,666	2,783	$2,015	$1,820	2,766	2,663	$1,999	$1,809
Banking Occupations	293	197	1,829	1,923	234	198	1,797	1,856
Business Administration	151	155	1,801	1,773	257	282	1,627	1,585
Consultants	496	385	2,303	2,194	337	224	2,210	2,094
Financial Analysts	415	322	2,191	2,277	242	218	2,107	2,124
Human Resources	57	49	1,709	1,701	108	82	1,588	1,468
Management Trainee	927	1,056	1,786	1,707	837	973	1,704	1,622
Computer & Mathematical Occupations								
Computer Programmers	551	679	2,232	2,163	353	381	2,228	2,125
Computer Scientists (incl. Systems Analysts)	489	717	2,305	2,282	331	496	2,288	2,187
Mathematician/Statisticans	84	117	2,328	2,218	78	74	2,194	2,050
Marketing & Sales Occupations								
Advertising/Marketing	299	321	1,924	1,838	261	315	1,763	1,776
Retail/Wholesale Sales	442	612	1,804	1,746	345	493	1,739	1,642
Technical Sales	240	258	2,065	1,931	86	83	1,961	1,896
All Other Occupations								
Agriculture & Natural Resource Occupations	71	46	1,684	1,583	33	21	1,666	1,692
Communications Occupations	32	51	1,629	1,636	67	64	1,637	1,413
Engineers (Engrg. Degree Required)	7,548	7,912	2,429	2,360	1,813	1,964	2,471	2,383
Health-Related Occupations	57	N/A	2,288	N/A	138	N/A	2,145	N/A
Insurance Occupations	190	N/A	1,811	N/A	169	N/A	1,806	N/A
Law Enforcement Occupations	16	N/A	1,791	N/A	10	N/A	1,717	N/A
Nurses	6	N/A	2,372	N/A	167	N/A	1,960	N/A
Production Occupations	119	108	2,105	1,934	50	58	2,034	1,887
Real Estate Occupations	20	N/A	1,918	N/A	19	N/A	1,856	N/A
Researchers—Nonscientific	39	12	2,209	2,075	20	9	1,797	2,000
Researchers—Scientific	49	14	2,225	2,104	36	15	2,118	2,251
Social Workers & Recreational Workers	33	33	1,486	1,350	54	51	1,335	1,271
Transportation & Distribution Occupations	37	76	1,945	1,885	19	30	1,859	1,846
	15,327	N/A			8,830	N/A		

N/A — No historic data available. $ No offers reported.
*Not computed for fewer than 20 offers.

PROPORTION OF TOTAL OFFERS BY SEX



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SEE FOLDOUT NO 1-3

Master's Candidates—Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers		Average $ Offers		Percent Change in $ Offers from	Percentiles		
	July 1988	July 1987	July 1988	July 1987	July 1987	90th	50th	10th
Business								
Accounting	316	314	$2,290	$2,163	5.9%	$2,667	$2,250	$1,917
MBA—Nontechnical Undergraduate								
Less than 1 year	686	714	2,791	2,657	5.0	3,833	2,667	2,000
1 to 2 years[2]	461	385	3,355	2,982	12.5	4,167	3,375	2,416
2 to 4 years[2]	478	594	3,459	3,318	4.2	4,333	3,500	2,500
Over 4 years[2]	331	297	3,475	3,226	7.7	4,583	3,500	2,333
MBA—Technical Undergraduate								
Less than 1 year	243	229	3,192	2,854	11.8	4,333	2,940	2,375
1 to 2 years[2]	160	155	3,630	3,128	16.0	4,583	3,592	2,700
2 to 4 years[2]	303	260	3,696	3,492	5.8	4,583	3,700	2,800
Over 4 years[2]	213	167	3,815	3,574	6.8	5,416	3,750	2,600
MS—Business	81	91	2,608	2,384	9.4	3,333	2,500	2,083
Administration (Public, Hospital, etc.)	12	38	2,181	2,226	*	*	*	*
Banking & Finance	195	N/A	3,133	N/A	N/A	3,750	3,116	2,475
Industrial Mgmt. (incl. Industrial Admin.)	11	62	2,844	2,735	*	*	*	*
Labor/Industrial Relations	21	N/A	2,614	N/A	N/A	2,950	2,583	2,262
Management Information Systems	51	N/A	2,640	N/A	N/A	3,141	2,583	2,167
Humanities & Social Sciences								
Humanities	29	65	1,674	1,887	-11.3	2,000	1,750	1,120
Social Sciences	81	50	1,920	1,833	4.8	2,500	1,833	1,500
Engineering								
Aerospace & Aeronautical	64	N/A	2,843	N/A	N/A	3,166	2,833	2,587
Bioengineering & Biomedical	2	N/A	3,417	N/A	N/A	*	*	*
Chemical	90	96	2,871	2,813	2.1	3,000	2,855	2,600
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	99	81	2,467	2,413	2.2	2,850	2,417	2,151
Electrical (incl. Computer Engrg.)	516	459	3,008	2,957	1.7	3,375	3,000	2,583
Geological	14	N/A	2,359	N/A	N/A	*	*	*
Industrial	85	54	2,775	2,566	8.1	3,200	2,730	2,433
Mechanical	231	235	2,840	2,835	0.2	3,172	2,833	2,433
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	29	36	2,837	2,702	5.0	3,000	2,850	2,700
Nuclear	5	18	2,655	2,866	*	*	*	*
Sciences								
Biological	6	N/A	1,709	N/A	N/A	*	*	*
Chemistry	37	25	2,664	2,333	14.2	3,334	2,627	2,200
Computer Science	155	241	2,866	2,817	1.7	3,275	2,866	2,350
Geology & Related Geological Sciences	20	16	2,488	2,200	13.1	2,950	2,728	1,750
Mathematics	28	52	2,446	2,329	5.0	3,033	2,346	1,833
Physics	7	N/A	3,194	N/A	N/A	*	*	*
	5,060	N/A						

[1]One year or less of full-time, nonmilitary employment unless otherwise indicated.
[2]Years of previous full-time, nonmilitary employment.
*Not computed for fewer than 20 offers.
‡ No offers reported.
N/A — No historic data available.

AVERAGE MONTHLY SALARY OFFERS

Doctoral Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers July 1988	Number of Offers July 1987	Average $ Offers July 1988	Average $ Offers July 1987	Percent Change in $ Offers from July 1987	Percentiles 90th	Percentiles 50th	Percentiles 10th
Engineering								
Aerospace	12	N/A	$4,063	N/A	N/A	*	*	*
Chemical	106	151	3,800	$3,605	5.4%	$4,100	$3,850	$3,533
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	11	3	3,144	3,336	*	*	*	*
Electrical (incl. Computer Engrg.)	81	83	4,116	3,965	3.8	4,583	4,250	3,250
Mechanical	43	46	3,853	3,569	8.0	4,268	3,916	3,400
Metallurgical (incl. Metallurgy, Materials Engrg./Science & Ceramics)	26	26	3,773	3,357	12.4	4,041	3,771	3,347
Sciences								
Biological	4	N/A	2,271	N/A	N/A	*	*	*
Chemistry	138	148	3,415	3,202	6.7	3,750	3,500	3,000
Computer Science	13	N/A	3,917	N/A	N/A	*	*	*
Mathematics	8	12	3,590	3,328	*	*	*	*
Physics	24	43	3,447	3,345	3.1	4,300	3,684	2,083
Polymer	23	N/A	3,377	N/A	N/A	3,800	3,500	2,750
	489	N/A						

*Not computed for fewer than 20 offers
‡No offers reported
N/A—No historic data available

(continued from page 1)

percent since last July's figures to $2,791 per month. Inexperienced MBA candidates with technical undergraduate degrees also attracted higher starting salaries of $3,192 monthly, an 11.8 percent rise since last year. Both nontechnical and technical MBA graduates with previous experience garnered increased dollar offers of at least 4 percent and up to as much as 16 percent since last July. Advanced degree engineering graduates also received greater starting salary offers than last year.

The CPC Salary Survey July report covers the period from September 1, 1987, to June 6, 1988. The data include offers extended to students graduating between September 1, 1987, and August 31, 1988. There are 187 placement offices at 154 colleges and universities participating in this year's Salary Survey. Additional copies of the report are available to CPC members and subscribers for $2.00 each.

Dawn Gulick-Oberman
Statistical Services Specialist

1987-88 Participating Placement Offices

ECPO (Eastern)
Bentley College
Boston College
University of Bridgeport
Brown University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Arts & Science
CUNY-City College
CUNY-Hunter College
Dartmouth College
University of Maine-Orono
MIT
MIT-Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
NYU-Grad. School of Business
Pace University-New York City
Pace University-Westchester
Polytechnic University
Rensselaer Polytechnic University
University of Rhode Island
University of Rochester
University of Rochester-W.E. Simon Grad. School of Business
SUNY-Buffalo
Syracuse University
Union College
Williams College
Worcester Polytechnic Institute

MAPA (Middle Atlantic)
Bryn Mawr College
Bucknell University
Carnegie-Mellon University
University of Delaware
Fairleigh Dickinson-Teaneck
Georgetown University
George Washington University
Grove City College
Haverford College
Lafayette College
LaSalle University
Lehigh University
Marymount University-Graduate School
New Jersey Institute of Technology
Penn State University
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Rutgers University-Camden-Arts & Sciences
Rutgers University-New Brunswick
Villanova University
Virginia State University
West Virginia University

MCPA (Midwestern)
University of Akron
Case Western Reserve University
University of Chicago-Grad. Sch. of Business
Cleveland State University
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Commerce & Business
University of Illinois-Engrg.
University of Illinois-Chemistry & Chemical Engineering
Indiana University
Iowa State University-Agriculture
Iowa State University-Design
Iowa State University-Engrg.
Iowa State University-Home Economics
Iowa State University-Business, Science & Humanities
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engrg.
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engrg.
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engrg.
University of Michigan-Ann Arbor-Business Administration
University of Michigan-Dearborn
University of Minnesota-Carlson Sch. of Mgmt.
University of Missouri-Columbia-Engrg.
University of Missouri-Rolla
University of Missouri-St. Louis
University of North Dakota
Northwestern University
Northwestern University-Kellogg Grad. Sch. of Business
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engrg.
Ohio University
Purdue University
Southern Illinois University-Carbondale
Southern Illinois University-Edwardsville
Southwest Missouri State University
University of Toledo
Washington University-Sch. of Business
Wayne State University
University of Wisconsin-Madison-Arts
University of Wisconsin-Madison-Business
University of Wisconsin-Madison-Engrg.
Youngstown State University

RMCPA (Rocky Mountain)
University of Arizona
Brigham Young University
Colorado School of Mines
Colorado State University
University of Colorado
University of Denver
Kansas State University
Montana State University
University of Montana
University of Nebraska-Lincoln
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
Utah State University
University of Utah

SCPA (Southern)
Alabama A&M University
Auburn University
Augusta College
Clemson University
Duke University
Duke University-Grad. Sch. of Business Administration
University of Florida
Georgia Institute of Technology
University of Georgia
University of Kentucky
Mary Washington College
Memphis State University
Mississippi State
University of Mississippi
North Carolina A&T State University
University of North Carolina-Chapel Hill
University of North Carolina-Greensboro
Rollins College
University of South Florida
University of Tennessee-Knoxville
Tulane University
Vanderbilt University
Vanderbilt University-Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
University of Virginia-Colgate Darden Grad. Sch. of Business
Wake Forest University
Wake Forest University-Babcock Grad. Sch. of Management
College of William & Mary

SWPA (Southwestern)
University of Arkansas-Fayetteville
Baylor University
University of Houston
Lamar University
Louisiana Tech University
North Texas State University
Oklahoma State University
Oklahoma State University-Engrg.
University of Oklahoma
Prairie View A & M
Southern Methodist University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas-Arlington
University of Texas-Austin-Business Admin.
University of Texas-Austin-Engrg.
University of Texas-El Paso

WCPA (Western)
Arizona State University
California Institute of Technology
California Poly. State University-San Luis Obispo
California State Poly. University-Pomona
California State University-Fresno
California State University-Long Beach
California State University-Sacramento
University of California-Los Angeles
University of Idaho
University of Nevada-Reno
Oregon State University
University of Oregon
Portland State University
San Diego State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Grad. Sch. of Business
Stanford University
Washington State University
University of Washington